

# INTERNSHIPS

Developing a talented workforce in Indiana

Presented to:

***Indiana Education Workforce Innovation Network***

***July 8, 2014***



# Why Indiana INTERNet?



INDIANA  
**INTERN**.net

# The Facts

## *Fact*

Jobs are the #1 reason people stay in or leave a community

## *Fact*

Employers made full-time offers to 64.8% of their interns in 2013 (2014 NACE report)



# What is an Internship?

An internship is a form of structured  
& supervised experiential learning  
that provides students practical experience  
in their chosen fields.



# Internship Elements

- Internships illustrate classroom relevance in the professional world. They include:
  - Learning objectives
  - Observation
  - Reflection
  - Evaluation
  - Assessment



# The Changing Face of Interns

- Traditionally: college students
- Today, internships include:
  - High school students
  - Post-degree students
  - Non-degree students
  - Career-changers
  - Returnships
  - Graduate students



# Types of Internships

- Short-term
- Project-based
- Virtual
- Traditional



# Compensating an Intern

- Abide by laws (Fact Sheet #71)





# Employer Benefits

- Increased productivity
- Reduced recruiting costs
- Gain fresh perspectives
- Make progress or finish backburner projects
- Remain competitive
- Corporate citizenship
- Retain talent in Indiana



# What's in it for the Intern?

- Apply academic coursework to the professional world
- Explore career interests
- Enhance responsibility/transferable skills
- Build resume/portfolio
- Expand network to gain full-time employment prospects



# Quality Internships

- Expose them to community
- Provide professional development
- Mentor guidance
- Provide access to leadership
- Portfolio or resume building
- Offer/invite to social activities



# Our Core Mission

Indiana INTERNet is the catalyst for expanding the creation and use of experiential learning opportunities as a key strategy in retaining Indiana's top talent.



# Accomplishing Our Mission

Indiana INTERNnet is a free internship-matching program linking

- Individuals seeking internships
- Indiana employers
- Indiana high schools, colleges & universities.

We provide **high-touch** & **high-tech** services to anyone seeking or promoting an internship.



# High Touch Services

- Employer assistance
- Resource guides
- Career fairs
- Internship hotline/feedback button
- IMPACT Awards
- Community engagement



# High Tech Services

The image shows a screenshot of the Indiana INTERNet website. The website has a dark blue header with the logo 'INDIANA INTERN.net' on the left. On the right, there is a login section for 'REGISTERED USER' and 'NEW USER' with fields for 'Username', 'Password', and a 'Remember Me' checkbox. A 'Forgot password?' link is also present. Below the header, there are two main navigation buttons: 'STUDENTS' and 'EMPLOYERS'. To the left of these buttons is a vertical 'FEEDBACK' button. The main content area has a dark blue background with white text. It includes a welcome message, a 'Learn more about us' link, and a large green button that says 'Get started now ». On the right side of the main content area, there are two identical green boxes. Each box contains the text 'Find the Perfect Internship' or 'Find the Perfect Intern' and a search form with dropdown menus for 'All Categories' and 'All Industries', a text input for 'Enter Keyword', and a 'FIND A MATCH' button. At the bottom of the page, there is a light green footer with three sections: 'News & Resources', 'Featured', and 'Featured'. Orange arrows point from various text labels to specific elements on the website: 'Feedback Button' points to the vertical feedback button; 'Employer Workspace' points to the 'EMPLOYERS' button; 'Forgot Password Tutorial' points to the 'Forgot password?' link; 'Search Different Industries' points to the 'All Industries' dropdown; 'Search by Indiana Region' points to the 'All Categories' dropdown; and 'Search by Keyword' points to the 'Enter Keyword' text input.

Employer Workspace

Feedback Button

Forgot Password Tutorial

STUDENTS

EMPLOYERS

EDUCATORS

EVENTS

INDUSTRIES

REGIONAL

BLOG

ABOUT US

Welcome to Indiana INTERNet, your one stop for interns and internships. This is where high school and college students connect with Indiana employers for valuable internship experiences. It's free, it's easy, it's a win-win for Indiana students and employers. [Learn more about us »](#)

**Get started now »**

Find the Perfect Internship

All Categories

All Industries

Enter Keyword

FIND A MATCH

Find the Perfect Intern

All Categories

All Industries

Enter Keyword

FIND A MATCH

News & Resources

Featured

Featured

Search Different Industries

Search by Indiana Region

Search by Keyword



## News & Resources



### Internship Reflection: Parke County Community Foundation

Posted by Nour, December 12, 2013

Sarah Melvin, a 32-year-old mother of two, attended Franklin College out of high school and withdrew her senior year to join the US Navy. After living in Hawaii for eight years, she moved back to the mainland to raise her children near family. Sarah is currently a junior at Saint...

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### United Way Team NFL Interns Impacting Education

Posted by Nour, December 03, 2013

Indiana University senior, Tim Klawitter, tells of his experience as a student manager and how United Way team NFL interns are impacting education. Tim is specializing in sports communication, business and journalism. He will be graduating in December and is presently searching for a full-time position. As a student manager...

[Read More →](#)



### Thankful Intern Shares Grateful Moments

Posted by Nour, November 27, 2013

The below freezing temperatures hint at the brewing winter and signal a string of holiday celebrations. Every November, Thanksgiving is celebrated in Indiana with only the juiciest of roasted turkeys and the sweetest of pumpkin pies. As family and friends gather around the table, a sense of gratefulness fills the...

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## Featured Internships

- CAD Designer
- Mechanical Engineer
- Electrical Engineer
- Marketing Intern
- Nappanee Heritage Museum - Data Entry, Inventory & Greeter
- Graphic Design Internship
- Assistant Recruiter

[View all internships »](#)



**EARN Indiana**  
The new Work-Study program.

[Click here to learn more. »](#)



[Download this helpful guide »](#)

**Indiana INTERNnet IMPACT Awards Luncheon**  
Sponsored by Ivy Tech Community College - February 5, 2014

*A statewide event recognizing internship excellence*

[Register for the event »](#)

employers  
interns  
educators  
career development staff

FEEDBACK



and GEN-Y is no different. If employers know how to best work with them and utilize their burgeoning talents, however, Millennials...  
[Read More ->](#)



## Sign up to receive INTERNnetwork, our newsletter

We hope you will view INTERNnetwork as a source of insight to Indiana internships. Throughout the pages, you will find articles geared toward our clients: students, employers and universities.

Email Address

[SUBSCRIBE NOW »](#)

## Success Stories

"The internship program we implemented this year had a remarkable impact on our team. Our intern brought fresh ideas and energy into the workplace."



Jeff Sparks  
IndyGo

[See more success stories »](#)

[SHARE YOUR STORY »](#)

## Organization

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## Services

[Find an Intern](#)  
[Find an Internship](#)

## Resources

[Employers Online](#)  
[Educator FAQs](#)  
[Employer FAQs](#)  
[Student FAQs](#)  
[Video Tutorials](#)  
[Intern Bridge Webinars](#)  
[Educational Resources](#)  
[High School List](#)  
[University List](#)  
[Partners](#)  
[Agreements & Assessments](#)  
[Newsletter Archive](#)  
[Research](#)  
[Intern Today, Employee Tomorrow: The Indiana Employer's Guide to Internships](#)  
[Indiana Career Explorer](#)

6,084  
companies listed

1,265  
positions listed

17,529  
students searching

# EARN Indiana

## Indiana Commission for Higher Education

### Employment Aid Readiness Network

- Gives students with financial need access to résumé-building, experiential, paid positions
- Provides employers up to 50% hourly wage reimbursement for hiring EARN students
- Enhances student-employer matching through partnership with Indiana INTERNnet



# EARN Eligibility

- Employer eligibility based on internship offered – is it experiential?
  - Private companies may participate
  - All employers may participate year-round
- Student eligibility remains need-based
  - Must be full-time student during academic year
  - Must be offered a Frank O'Bannon or 21st Century Scholar state financial aid award



# Position Criteria

Internship must provide experiential learning, plus:

- Be paid at least federal minimum wage
- Last at least 8 weeks during a program wave
- Involve 12-20 hours/week (12-40 during summer)
- Not be political
- Not already be designated as Federal Work Study
- Be less than 25% administrative in nature
- Contain a mentoring component



# Applying & Other Logistics

- Students & employers apply to participate via Indiana INTERNet
- EARN-eligible students & positions marked with logo
- Sophisticated search technology helps recruitment & placement
- Employers claim reimbursement directly from state



# If You Remember One Thing...

Visit [www.IndianaINTERN.net](http://www.IndianaINTERN.net) today to create your free organization profile.



# Questions, Comments

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